



|  |                                  |             |             |             |             |                                     |
|--|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| Age  | 5                                | 4           | 10          | 8           | 4           | 3                                   |
| Disability   | 6                                | 5           | 3           | 5           | 3           | 3                                   |
| Genetics   | 0                                | 0           | 0           | 0           | 0           | 0                                   |
| Non-EEO  | 3                                | 1           | 3           | 0           | 2           | 1                                   |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                                     |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017<br/>Thru<br/>06-<br/>30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                                     |
| Appointment/Hire   | 0                                | 5           | 2           | 5           | 2           | 2                                   |
| Assignment of Duties   | 2                                | 7           | 3           | 0           | 1           | 1                                   |
| Awards   | 0                                | 1           | 0           | 0           | 0           | 0                                   |
| Conversion to Full Time/Perm Status  | 1                                | 0           | 0           | 0           | 0           | 0                                   |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                                     |
| Demotion   | 1                                | 0           | 0           | 0           | 0           | 0                                   |
| Reprimand  | 2                                | 0           | 0           | 1           | 1           | 0                                   |
| Suspension   | 0                                | 0           | 1           | 2           | 0           | 0                                   |
| Removal  | 0                                | 0           | 0           | 1           | 0           | 0                                   |
| Other  | 0                                | 0           | 0           | 0           | 2           | 1                                   |
| Duty Hours   | 1                                | 0           | 0           | 0           | 0           | 1                                   |
| Perf. Eval./ Appraisal   | 1                                | 0           | 2           | 2           | 0           | 0                                   |
| Examination/Test   | 0                                | 1           | 0           | 0           | 0           | 0                                   |
| <b>Harassment</b>  |                                  |             |             |             |             |                                     |
| Non-Sexual   | 7                                | 4           | 6           | 5           | 4           | 3                                   |
| Sexual   | 1                                | 0           | 1           | 2           | 2           | 2                                   |
| Medical Examination  | 0                                | 0           | 0           | 0           | 0           | 0                                   |
| Pay including overtime   | 0                                | 0           | 0           | 0           | 0           | 0                                   |
| Promotion/Non-Selection  | 11                               | 3           | 4           | 3           | 4           | 1                                   |
| <b>Reassignment</b>  |                                  |             |             |             |             |                                     |

|  |                                  |             |             |             |             |                                |
|--|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|
| Denied   | 0                                | 0           | 1           | 0           | 0           | 0                              |
| Directed   | 0                                | 1           | 0           | 1           | 0           | 0                              |
| Reasonable Accommodation Disability                              | 2                                | 1           | 0           | 2           | 0           | 2                              |
| Reinstatement  | 0                                | 0           | 0           | 0           | 0           | 0                              |
| Religious Accommodation  | 0                                | 0           | 0           | 0           | 0           | 0                              |
| Retirement   | 0                                | 0           | 0           | 0           | 0           | 0                              |
| Sex-Stereotyping   | 0                                | 0           | 0           | 0           | 0           | 0                              |
| Telework   | 0                                | 0           | 0           | 0           | 1           | 0                              |
| Termination  | 0                                | 1           | 2           | 2           | 1           | 0                              |
| Terms/Conditions of Employment                                   | 4                                | 4           | 2           | 3           | 0           | 2                              |
| Time and Attendance  | 1                                | 0           | 0           | 1           | 0           | 0                              |
| Training   | 2                                | 0           | 1           | 1           | 0           | 0                              |
| <b>Other</b>   |                                  |             |             |             |             |                                |
| Equal Pay Act Violation  | 0                                | 0           | 0           | 0           | 0           | 0                              |
| User Defined - Other 2   | 0                                | 0           | 0           | 0           | 0           | 0                              |
| User Defined - Other 3   | 0                                | 0           | 0           | 0           | 0           | 0                              |
| User Defined - Other 4   | 0                                | 0           | 0           | 0           | 0           | 0                              |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                                |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017<br/>Thru<br/>06-30</b> |
|  | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                                |
| Complaints pending during fiscal year                            |                                  |             |             |             |             |                                |
| Average number of days in investigation                          | 174.92                           | 258.27      | 433.06      | 194.69      | 189.43      | 193.20                         |
| Average number of days in final action                           | 44.00                            | 41.17       | 34.25       | 30.82       | 28.27       | 9.43                           |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                                |
| Average number of days in investigation                          | 183.00                           | 292.33      | 488.50      | 218.43      | 190.29      | 188.38                         |

|   |                                  |             |             |             |             |                                |   |   |     |   |   |   |
|---|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|---|---|-----|---|---|---|
| Average number of days in final action  | 2.50                             | 38.40       | 25.25       | 22.43       | 19.22       | 2.83                           |   |   |     |   |   |   |
| Complaint pending during fiscal year where hearing was not requested  |                                  |             |             |             |             |                                |   |   |     |   |   |   |
| Average number of days in investigation   | 130.50                           | 217.40      | 311.10      | 167.00      | 199.00      | 212.50                         |   |   |     |   |   |   |
| Average number of days in final action  | 99.33                            | 55.00       | 38.75       | 45.50       | 42.25       | 49.00                          |   |   |     |   |   |   |
| <b>Complaints Dismissed by Agency</b>   | <b>Comparative Data</b>          |             |             |             |             |                                |   |   |     |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017<br/>Thru<br/>06-30</b> |   |   |     |   |   |   |
|   | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                                |   |   |     |   |   |   |
| Total Complaints Dismissed by Agency  | 2                                | 2           | 6           | 3           | 2           | 1                              |   |   |     |   |   |   |
| Average days pending prior to dismissal   | 32                               | 117.5       | 66.33       | 64          | 251         | 23                             |   |   |     |   |   |   |
| <b>Complaints Withdrawn by Complainants</b>   |                                  |             |             |             |             |                                |   |   |     |   |   |   |
| Total Complaints Withdrawn by Complainants  | 3                                | 1           | 1           | 1           | 0           | 1                              |   |   |     |   |   |   |
| <b>Total Final Agency Actions Finding Discrimination</b>  | <b>Comparative Data</b>          |             |             |             |             |                                |   |   |     |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017<br/>Thru<br/>06-30</b> |   |   |     |   |   |   |
|   | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                                |   |   |     |   |   |   |
|   | #                                | %           | #           | %           | #           | %                              | # | % | #   | % | # | % |
| Total Number Findings   | 0                                | 0           | 0           | 0           | 1           | 0                              |   |   |     |   |   |   |
| Without Hearing   | 0                                | 0           | 0           | 0           | 0           | 0                              | 0 | 0 | 0   | 0 | 0 |   |
| With Hearing  | 0                                | 0           | 0           | 0           | 0           | 0                              | 0 | 1 | 100 | 0 | 0 |   |
| <b>Findings of Discrimination Rendered by Basis</b>   | <b>Comparative Data</b>          |             |             |             |             |                                |   |   |     |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017<br/>Thru<br/>06-30</b> |   |   |     |   |   |   |
|   | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                                |   |   |     |   |   |   |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | #                                | %           | #           | %           | #           | %                              | # | % | #   | % | # | % |
| <b>Total Number Findings</b>  | 0                                | 0           | 0           | 0           | 1           | 0                              |   |   |     |   |   |   |

|                                 |   |   |   |   |   |   |   |   |   |     |   |   |
|---------------------------------|---|---|---|---|---|---|---|---|---|-----|---|---|
| Race                            | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Color                           | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Religion                        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Reprisal                        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Sex                             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| PDA                             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| National Origin                 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Equal Pay Act                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Age                             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Disability                      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Genetics                        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Non-EEO                         | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
|                                 |   |   |   |   |   |   |   |   |   |     |   |   |
| <b>Findings After Hearing</b>   | 0 |   | 0 |   | 0 |   | 0 |   | 1 |     | 0 |   |
| Race                            | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Color                           | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Religion                        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Reprisal                        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Sex                             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| PDA                             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| National Origin                 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Equal Pay Act                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Age                             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Disability                      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Genetics                        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Non-EEO                         | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
|                                 |   |   |   |   |   |   |   |   |   |     |   |   |
| <b>Findings Without Hearing</b> | 0 |   | 0 |   | 0 |   | 0 |   | 0 |     | 0 |   |











|  |                                  |             |             |             |             |    |                                |   |   |   |   |   |
|--|----------------------------------|-------------|-------------|-------------|-------------|----|--------------------------------|---|---|---|---|---|
| Medical Examination  | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection  | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Reassignment   |                                  |             |             |             |             |    |                                |   |   |   |   |   |
| Denied   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Directed   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability                                | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Reinstatement  | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation  | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Retirement   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Telework   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Termination  | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment                                     | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance  | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Training   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| Other - User Define  |                                  |             |             |             |             |    |                                |   |   |   |   |   |
| Equal Pay Act Violation  | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4   | 0                                | 0           | 0           | 0           | 0           | 0  | 0                              | 0 | 0 | 0 | 0 | 0 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b> | <b>Comparative Data</b>          |             |             |             |             |    | <b>2017<br/>Thru<br/>06-30</b> |   |   |   |   |   |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             |    |                                |   |   |   |   |   |
|  | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |    |                                |   |   |   |   |   |
| Total complaints from previous Fiscal Years                        | 18                               | 27          | 30          | 23          | 26          | 30 |                                |   |   |   |   |   |
| Total Complainants   | 18                               | 27          | 29          | 22          | 23          | 26 |                                |   |   |   |   |   |
| <b>Number complaints pending</b>                                   |                                  |             |             |             |             |    |                                |   |   |   |   |   |

|   |                                  |             |             |             |             |                                     |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| Investigation   | 5                                | 10          | 0           | 0           | 0           | 0                                   |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0                                   |
| Hearing   | 11                               | 16          | 27          | 21          | 25          | 29                                  |
| Final Agency Action   | 1                                | 0           | 3           | 2           | 0           | 0                                   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |                                     |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017<br/>Thru<br/>06-<br/>30</b> |
|   | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                                     |
| Pending Complaints Where Investigations Exceed Required Time Frames | 3                                | 4           | 0           | 1           | 0           | 0                                   |